



# MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

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April 19, 1988

*President*

ARTHUR R. OSBORN

*Executive Vice Presidents*

JOSEPH M. LYDON  
THOMAS G. EVEREY  
JOSEPH C. FAHERTY

*Secretary-Treasurer*

ROBERT J. HAYNES

*Vice Presidents*

RICHARD ABDOW  
RONALD ALMAN  
DANIEL A. BEAUREGARD  
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LINDA R. CHIGAS  
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JANET CIEJKA  
EDWARD W. COLLINS JR.  
JOHN P. CONLEY  
CHARLES DeROSA  
PAUL L. DEVLIN  
JAMES FARMER  
BRUCE FERIN  
WILLIAM J. FOLEY  
WILLIAM F. IRVIN  
JOSEPH W. JOYCE  
JULIA KAMEL  
THOMAS P. KERR  
DONALD J. LEAHY  
DICK LeBLANC  
DAVID LIMA  
KEVIN MAHAR  
CHARLES McDEVITT  
NANCY MILLS  
A. MICHAEL MULLANE  
HERBERT OLLIVIERRE  
JOHN PHINNEY  
TONY ROMANO  
RICHARD RUMELT  
JOHN F. SIMMONS  
DOROTHY THOMAS  
CHARLES E. THOMPSON  
FRANK TOLAND  
BARNEY WALSH  
MANNY WILLIAMS

TO: Members of the Executive Council  
Massachusetts AFL/CIO

Enclosed for your review and approval are the minutes of the March Council meeting.

Our next meeting will be held in conjunction with the Gompers-Murray-Meany Institute on Wednesday, May 25, 1988, at the Seacrest, Falmouth, Mass. The meeting will take place at 10:00 A.M. with a luncheon to follow.

Looking forward to seeing you all at the Cape, I remain,

Fraternally yours,

Robert J. Haynes  
Secretary-Treasurer

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afl/cio  
att.

MASSACHUSETTS / AFL-CIO

8 BEACON STREET

• BOSTON, MA 02108

• TELEPHONE 617 / 227-8260



MINUTES

MASSACHUSETTS AFL/CIO

EXECUTIVE COUNCIL MEETING

MARCH 10, 1988

PARK PLAZA HOTEL - TERRACE ROOM

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PRESENT: Pres. Osborn, Sec.Treas. Haynes, Exec. Vice Presidents Lydon and Faherty, Vice Presidents Butler, Chigas, Chirillo, Ciejka, DeRosa, Devlin, Ferris, Joyce, Leahy, McDevitt, Ollivierre, Romano, Thomas, Thompson, Toland, Walsh

ABSENT: Exec. V.P. Evers (out of state), Vice Presidents Abdow, Alman (u.b.), Burke, Collins (u.b.), Conley, Farmer (u.b.), Ferin (u.b.), Foley (u.b.), Irvin (u.b.), Kamel (u.b.), Kerr (u.b.), LeBlanc, Lima, Mahar, Mills, Mullane (u.b.), Phinney, Simmons, Williams (u.b.)

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Meeting opened with a prayer by Exec. Vice Pres. Faherty.

MMS to accept minutes of February Council meeting. So voted.

Pres. Osborn asked that Director Foley be allowed to give his Legislative report first since he was scheduled to be at the State House.

LEGISLATIVE REPORT

Director Foley reported on several current bills:

- Child Labor laws and proposed amendments discussed.
- Transportation Bond Issue reported to be moving slowly and not yet on the Governor's desk.
- Redistricting of the House - Dir. Foley reported since this is going on, it has complicated the process. Most of the bills are just written testimony.
- Takeover Bill - Situation at Stop & Shop briefly outlined where the Company has filed a bill to protect the Board of Directors from takeover. Two amendments were added to that bill -- that workers get severance pay; and that the company not be allowed to sell off the assets. With the help of UFCW, Dir. Foley advised, a favorable outcome is very possible.

The Director advised he is working on two bills for the Painters union - one is banning of billboards (testimony was given on this for the Painters), and the other is to ban advertising on the MBTA.

- Health Care Bill - Two changes that Director Foley made the Council aware of: The ban on balance billing was retained and the ratio was changed (from 6 to 9) for employers having less

than nine employees; they will be excluded from complying.

Dir. Foley advised that the upcoming battle to fight the repeal of the Prevailing Wage Law has also been on his agenda over the past month.

MMS to accept the Legislative Report. So voted.

#### PRESIDENT'S REPORT

President Osborn reported that following the February Executive Council meeting, he, along with Sec.-Treas. Haynes, and the Exec. Vice Pres. Evers, met with Teamsters Council Sec.-Treas. Bob DeRusha. The President requested the Teamsters help in the upcoming Prevailing Wage issue and they advised they will support our efforts 100%.

The President advised he also met with the Building Trades Executive board, who had asked him to chair the committee to undertake the Prevailing Wage battle. He advised an action plan has been developed and discussed with the Building Trades Council.

The President outlined his activities over the past month:

- Met with the Shipbuilders and the Governor concerning the problem with the negotiations in this area. The President gave the background of the situation and expressed deep concern over the way this problem was being handled --the fact that the Shipbuilders Group is being granted land, but now have been told they cannot have equipment presents a grave problem. The President advised he hopes to have some good news on this in the next two weeks.

- As Chair of the Workers Comp. Advisory Council, Pres. Osborn met with the members regarding the Safety Grant Award, which the Council plans to apply for. There is now \$400,000 built into the budget through the Safety Department, to give out to people who would promote safety on the job. Tentative plans if this money is obtained, will be for the Council to appoint a full-time coordinator who can develop Workers Comp. Safety teams.

- The President discussed the continued search/selection process on the positions open for Workers Comp. judgeships. He advised there are 12 positions and they are now down to 16 candidates. The Governor is expected to interview the candidates personally and make a selection.

- The President advised there are seven additional Job Inspector openings.

- Attended a COPE Operating meeting in Florida. A COPE budget was developed, which will be submitted soon.

- Spoke at Worcester Poly-Tech. Institute on the Center for

Applied Technology.

- Participated in the Paperworkers rally at the Bank of Boston, and with the help of Joe Nigro, Boston Building Trades, over 1,000 people actively protested. Following the rally, Pres. Osborn, Sec.-Treas. Haynes, Jim Farmer, Joe Nigro and others met with the Bank leadership and it was a very successful rally, thanks to many people, including the Secretary-Treasurer, Bob Haynes.

- Spoke at a conference for the Coalition for New Office Technology.

- Met with pollsters on the Prevailing Wage issue. Tubby Harrison of Harrison & Goldberg was hired as pollster.

- Appeared at the Pioneer Valley Central Labor Council meeting. The President thanked Charlie Thompson for his hospitality.

- Developed a Campaign Action Committee for the Prevailing Wage issue -- directed at getting statewide visibility at the polls on November 8th. Media plans and grassroots efforts briefly discussed.

The President discussed plans by National AFL/CIO to sponsor an American Family Celebration day in Washington, D.C. Joanie Parker from IUE is working on making this a success and the President reported that the Mass. AFL/CIO is in support.

- Met with people from Health Care for All, Bob Restuccia and Marty Foley.

- Attended conference on Alcohol & Drug Abuse; the President thanked everyone who helped on this. The President advised that he hopes at a future date a full-time coordinator will be hired to help address this problem.

- Distributed tickets to the Disney on Ice show to worthy causes (crippled children groups, etc.). These tickets were given to the President by Boston Garden management.

President Osborn advised that plans to hold the Spring dinner for the homeless had to be postponed since the Park Plaza Castle was not available. Hopefully, it will be held in the near future.

Pres. Osborn advised he met with Ken Goldsten from the Naugatuck Valley Center regarding plant closings. Mr. Goldsten works with churches and Labor on this problem area and the meeting centered about his doing a program in this area.

V.P. Butler spoke to the Council about the problem with State government concerning lead paint. He said the Commissioner of Labor and Industries has the right to set regulations with what goes on with working people. Problems are addressed and

solutions sought before a public hearing comes about. The Committee has been all but dissolved and Brother Butler expressed his concern about this. He advised if anyone wanted any information on this problem to contact him.

Pres. Osborn agreed that this was a definite problem.

V.P. Chirillo spoke on the situation of the harbor cleanup, where the Nut Island project was given to a New Hampshire company. He expressed concern that our tax dollars are not staying within the State.

V.P. Walsh further commented on the harbor cleanup and said that at a meeting at City Hall, the situation of public facility work being 98% non-union was brought up. He feels the situation will change and that Jim Kelley being on the City Council will work on this. He said that he is seeking a meeting with the Water Resources Authority to get a handle on this situation.

Pres. Osborn agreed that the whole water problem in the state is serious; the rates are going up, but the quality of water is deteriorating.

V.P. Joyce outlined the background of the Water Resources Division.

V.P. Toland concurred with V.P. Joyce and Walsh on the problem.

Further discussion followed on this.

MMS to accept the President's report. So voted.

#### SECRETARY-TREASURERS REPORT

Financial report noted. Sec.-Treas. Haynes reviewed the items on the report.

He reported that new computer equipment is in the office but not yet hooked up.

Sec.-Treas. Haynes advised that delinquent locals will be contacted regarding their past due amounts.

Several Vice Presidents questioned whether union dues, credit union, etc. should be listed as separate items or whether they were included in wages, which would make them double disbursements. Sec.-Treas. Haynes explained that the payroll amount of \$27,000 on the report reflected the payroll after deductions. The actual payroll amount would be \$34,000 (deductions included).

Sec.-Treas. Haynes reported on his Council activities over the past month as follows:

- Attended Harvard/AFSCME rally at University of Mass.

- Met with John Sullivan and Bob Goshea of United Way on the possibility of replacing the one vacant position, which has never been replaced. A meeting will be held on this in the near future.

- Met with several people on educational issues:

- Frank Embspack from the Center for Applied Technology. Tentative plans discussed for a joint proposal to be submitted to the University of Lowell by B.U. and the Mass. AFL/CIO to study technological issues.

Possibly to do a study on how to bring employees into the planning process.

Pres. Osborn talked about the COPE budget. He advised that he plans to meet with Madeline Matchko, Sec.-Treas. Haynes, Marty Foley and Rich Rogers to discuss the budget, possibly expanding it by 50% because of the Prevailing Wage issue.

- Sec.-Treas. Haynes advised he met with TEAM (Taxpayers Equity Alliance). They want the Building Trades to contribute money to TEAM to counter Barbara Anderson's conservative, no growth group.

- Met with Bob Schwartz, Department of Education, about becoming a trustee to the University of Mass. This looks promising.

MMS to accept the Secretary-Treasurers report. So voted.

#### EDUCATION REPORT

Sec.-Treas. Haynes reported on the following educational matters:

- The Scholarship Program is proceeding on schedule. Certain members of the Education Committee have taken essays to read and grade.

- The Harvard Trade Union Graduation is slated for the next day.

- Working on the upcoming Education Conference on May 4th at IBEW 103 Hall.

The Education Director explained that the bottom line is to get a handle on the training and education of union workers. He advised he would like to see the State to fund an Education Director for the Mass. AFL/CIO. He stated he feels unions have not gotten their fair share in the past as far as the monies are concerned, and he hopes this will change in the future.

Director Haynes talked about plans to have Labor History as part of the curriculum in the public schools. He advised that a

resource guide has been developed and will be introduced into the Boston school system in the Fall.

Director Haynes advised that he had been contacted by the Boy Scouts regarding Career Awareness . They requested that the unions provide speakers to elementary and high school student groups to apprise young people of the opportunities available to them in the Labor movement.

Director Haynes advised that the Education Committee is co-sponsoring a labor discussion with the Jewish Labor Committee on March 24 at 5:30 P.M.

MMS to accept the Education Report. So voted.

Pres. Osborn read the actions taken by the Executive Officers at the meeting prior to the Council meeting.

The President advised that Lenore Miller, Int. Pres. of RWDSU will be the recipient of the Gompers-Murray-Meany Award. He further advised that the candidates chosen for the merit awards are: Tom McIntyre, for his work with housing the homeless; and Denise Wallace, who is the chairperson for the Mass. AFL/CIO Women's Committee.

Discussion took place on the action taken concerning the per diem for the past Executive Officers of the Mass. AFL/CIO. Pres. Osborn explained that it was decided by the Executive Officers to invite Past Officers to the two main functions each year, which are the Convention in October and Gompers-Murray-Meany each May. In the past, per diem was given, but for the future, the people involved will be offered a room for two nights and a banquet ticket.

MMS to accept the actions of the Executive Officers. So voted.

Pres. Osborn urged the support of the affiliates during the year for the educational functions. He asked if an officer cannot participate for any reason, if he would appoint a member of the union to represent him.

Roll Call.

MMS to adjourn. So voted.

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**AGENDA**  
**MASSACHUSETTS AFL/CIO COUNCIL**  
**EXECUTIVE COUNCIL MEETING**  
**MARCH 10, 1988**  
**PARK PLAZA HOTEL - STANBRO ROOM**

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**PRESIDENT'S REPORT**

**SECRETARY/TREASURER'S REPORT**

**DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION**

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**COMMUNICATION**

From John Coughlin Director Blue Cross/Blue Shield to Pres. Osborn thanking him for the assistance on H. 5000.

From Joseph J. DiFlumeri, UFCW to Senator Norton (cc: to Pres. Osborn) re: his concerns for the pending Teleheater Legislation - it should have a provision for a "state-wide referendum". Senator Norton assures him that the 1988 Government regulations Comt. provides just that type of "referenda".

From Charles J. O'Leary, Pres. of the Maine AFL/CIO to Pres. Osborn expressing his deep appreciation for the considerations that has been given on the appeals for assistance in respect to the strike of UPIU Local #14 and IBFO Local #246 in Jay, Maine.

From David S. Weiner, President, Children's Hospital to Pres. Osborn thanking us for the \$200.00 gift for the 1987 WBZ Children's Hospital Fund.

From Cong. Gerry Studds to Pres. Osborn thanking him for his letter concerning the Department of Transportation proposals for the use of foreign repair stations - also, apologizing for delay in responding.

From the AFL/CIO a copy of the AFL/CIO Constitution as amended by the Seventeenth Constitutional Convention in Florida.

From Peter Van Kleeck, Saunders Hotels to Pres. Osborn and Sec./Treas. Haynes thanking them for the letter with regard to the dispute between the Park Plaza Hotel and the Painters Cl.. He also states that the Park Plaza Hotels continues to be supportive of the construction trades as it relates to work at that hotel.

From Kevin Cotter, Bus. Mgr. Plumbers & Gasfitters Local 12 to Pres. Osborn re: their endorsement of Michael Cunningham Candidate for Democratic State Committee from South Middlesex District and they contributed \$100 to his campaign efforts.

Copy of a letter from Frank Myers, Regional Director AFL/CIO To Tom Evers re: upcoming Building Trades Convention.

From Janet C. Walker Co-Chair APRI to John Laughlin thanking him for participating in the 2nd Annual Martin Luther King, Jr. Celebration.

From Bronwen Zwirner, Education Director ACTWU to Pres. Osborn informing him of her resignation from the Education Committee.

From Robert G. DeRusha, Sec./Treas., Teamsters Local 10 to Pres. Osborn informing him that Paul Walsh of Local 379 will be the Teamsters representative on the Steering Committee.

From Arthur Schwenger, Exec. Dire of Franklin/Hampshire Employment & Training Consortium re: his request for a full copy of the F/H PIC's two year plan - it will be sent as soon as it is developed.

From Douglas Butler, Cochair, Greater Boston A. Philip Randolph Institute to Pres. Osborn recommending Helen Moreschi for one of the twelve positions of Administrative Judge in the department of Industrial Accidents.

From Bobby Gierisch of the Joint Select Committee on Workers' Comp. Ins. to Pres. Osborn thanking him for his recommendation for John Lewis.



From E. James Morton, John Hancock Mutual Life Ins. Co. to Pres. Osborn re: strategy for ways for the campaign cabinet to work together to make the United Way campaign more successful.

From James P. McPartland, Asst. V.P., U.S. Trust to Pres. Osborn re: material on the Asset Management Division of U.S. Trust Company.

Copy of a letter sent to the Editor of the Boston Globe from the Laundry Workers Local 66 - copy to Pres. Osborn.

From Leonard Zakim, Exec. Dir., Anti-Defamation League of B'nai B'rith re: the ongoing controversy in Israel - enclosure from thier Exec. Cl.

Copy of a letter to John T. Flynn, U.S. Dept. of Labor from Lynn Bracken, Scheduler from the Mayor's Office re: regrets on invitation to the Mayor for the March 9th Substance Abuse in the Workplace Conf. - copy to A.R.O.

From Charles L. McMahon, Union Labor Life Ins. Co. to Pres. Osborn - an article titled Bradley Praises Ethicon Program for Success in Boosting Teamwork - this article contains information meaningful to the state's labor movement.



MINUTES  
EXECUTIVE OFFICERS MEETING  
FEBRUARY 18, 1988

PRESENT: Pres. Osborn, Exec. V.P.'s Lydon, Evers and Faherty, Sec./Treas. Haynes

MMS to have Louie Mandarini get information on Post-Gazette. So voted.

MMS to have Sec.Treas. Haynes attend the Legislative Conference in Washington. So voted.

MMS to encourage members to attend the Washington on American Family Celebration sponsored by CLUW. So voted.

MMS to subscribe to New England Journal of Public Policy for \$20 per year. So voted.

The request to buy a table and the Tribute Book from the Anti-Defamation League of B'nai B'rith in honor of Francis X. Bellotti - filed.

Arthur will attend the party at Local 201 IUE on February 27.

MMS to purchase a table from UE District 2 honoring Doug Perry. So voted.

The request to purchase tickets for the testimonial dinner for the Hon. John T. Driscoll - filed.

MMS for Sec./Treas. Haynes to attend the 127th Annual Convention of the Massachusetts Building Trades. So voted.

MMS to allow the Massachusetts Coalition for the Homeless list the Massachusetts AFL/CIO as supporters and to send a \$250 contribution. So voted.

The request from the Dept. of Labor to purchase tickets for the Diamond Jubilee Dinner in Washington - filed.

Discussion on evaluating per diem for officers and staff.

MMS to have Sec./Treas. Haynes become a member of the Building Trades Training Directors Assoc. of Greater Boston. So voted.

MMS for COPE to purchase tickets for Senator Thomas C. Norton's cocktail party. So voted.

MMS for COPE to handle coordinating a committee to raise money for the Presidential and Democratic Party Victory Fund. So voted.

Discussion on providing a list for Fr. Boyle.



MASSACHUSETTS AFL/CIO

FINANCIAL REPORT

FEBRUARY 1988

<u>GENERAL FUND:</u>	<u>CREDITS</u>	<u>DEBITS</u>
On hand 2/1/88	30,909.14	
Receipts	79,045.68	
Disbursements - General		57,900.03
Disbursements - Payroll		27,399.40
Balance 2/29/88	24,655.39	

Per Capita Received on 185,567 members

Disbursements

1. Presidents Expenses	110.75
2. Secretary/Treasurer Expenses	495.31
3. Leg. Dir. Expenses	310.00
4. Tickets	150.00
5. Donations	750.00
6. Telephone	1117.72
7. Office Expenses	213.25
8. Office Supplies	2879.50
9. Boston Edison	125.26
10. Printing	1528.00
11. Postage	1000.00
12. Newsletter Expenses	400.00
13. Auto Expenses	531.28
14. Conferences & Conventions	2902.50
15. Blue Cross/Delta Dental	1004.76
16. Rent	8200.49
17. Office Equipment	607.80
18. Union Dues	993.82
19. AFL/CIO Employees Credit Union (Jan.-Feb.)	6439.36
20. Staff Expenses	183.83
21. American Express	773.33
22. Books & Subscriptions	528.37
23. Gift Certificate	100.00
24. Newspaper - Printing	2182.59
25. Life Insurance	47.80
26. Disability Insurance	595.31
27. Workers Comp. Ins. - Final Audit	367.00
28. Attorney's Retainer	500.00
29. Payroll (ADP)	93.00
30. Messenger Service	58.60
31. Photographic Services	239.40
32. Pension Plan	10,000.00
33. Auditors	3000.00
34. 44 Temple Pl. - Fire & Ext. Coverage	7800.00
35. 44 Temple Pl. - Liability Ins.	1671.00

57,900.03

ASSETS

Boston Safe	3,700.23
State of Israel	1,000.00
Dept. of Labor	400.00
Petty Cash	100.00
Money Market	7,406.69

12,606.92



<u>VOTER REGISTRATION</u>	<u>CREDITS</u>	<u>DEBITS</u>
On hand 2/1/88	59,600.43	
Receipts - February - Nat. COPE	10,000.00	
Tax Equity Mailing	325.00	
2¢ P/C	3,911.34	
		73,836.77

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#### DISBURSEMENTS

1. Donations	900.00
2. Johnson Repro - (Enlargements)	30.03
3. Best Western TLC (meeting)	232.31
4. Staff Exps.	50.00
5. PIP - copies)	26.78
	1239.12

Balance - 2/29/88	72,597.65
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#### PENSION PLAN

Balance - 2/1/88	2423.63
Deposit	10000.00
	12423.63





ROLL CALL  
MARCH 10, 1988

# MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

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President

ARTHUR R. OSBORN - P

Executive Vice Presidents

JOSEPH M. LYDON - P  
THOMAS G. EVERE - P  
JOSEPH C. FAHERTY - P

Secretary-Treasurer

ROBERT J. HAYNES - P

Vice Presidents

- RICHARD ABDOW  
- RONALD ALMAN  
- DANIEL A. BEAUREGARD *Re: Farris* - P  
- EDWARD F. BURKE JR.  
- ARTHUR BUTLER - P  
- LINDA R. CHIGAS - P  
- THOMAS CHIRILLO --  
- JANET CIEJKA - P  
- EDWARD W. COLLINS JR.  
- JOHN P. CONLEY  
- CHARLES DeROSA  
- PAUL L. DEVLIN - P  
- JAMES FARMER  
- BRUCE FERIN  
- WILLIAM J. FOLEY  
- WILLIAM F. IRVIN  
- JOSEPH W. JOYCE - P  
- JULIA KAMEL  
- THOMAS P. KERR  
- DONALD J. LEAHY - P  
- DICK LeBLANC  
- DAVID LIMA  
- KEVIN MAHAR  
- CHARLES McDEVITT -- P  
- NANCY MILLS  
- A. MICHAEL MULLANE  
- HERBERT OLLIVIERRE - P  
- JOHN PHINNEY  
- TONY ROMANO - P  
- RICHARD RUMELT *RESIGNED*  
- JOHN F. SIMMONS  
- DOROTHY THOMAS - P  
- CHARLES E. THOMPSON P  
- FRANK TOLAND - P  
- BARNEY WALSH - P  
- MANNY WILLIAMS

Check Art + Bal  
about Bonner affiliations  
resuming from Computer system  
ed. comm what happened? follow up on  
delinquencies  
Send letter to V.P  
to attend conf.

Check out  
report about  
wash items  
taxes, credit union  
and dues

New  
Stationery

Janet Kier  
Women's  
Volunteer  
Office  
Office Secretary *Re: Farris*  
See about  
replacement for  
Rumelt

(4) have Art + Bal  
Put agenda and info that  
will be reported at E-Board only  
into computer on daily basis to possibly be  
distributed to E-Board a few days  
prior to each meeting

(~~Wednesday~~)  
Wednesday  
2:15 - 2:30 P.M.

Rob Henke  
Congressman ATKINS



March 10, 1988

# MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

*President*

ARTHUR R. OSBORN - yes

*Executive Vice Presidents*

JOSEPH M. LYDON - yes  
THOMAS G. EVERE - no - out of state  
JOSEPH C. FAHERTY - yes

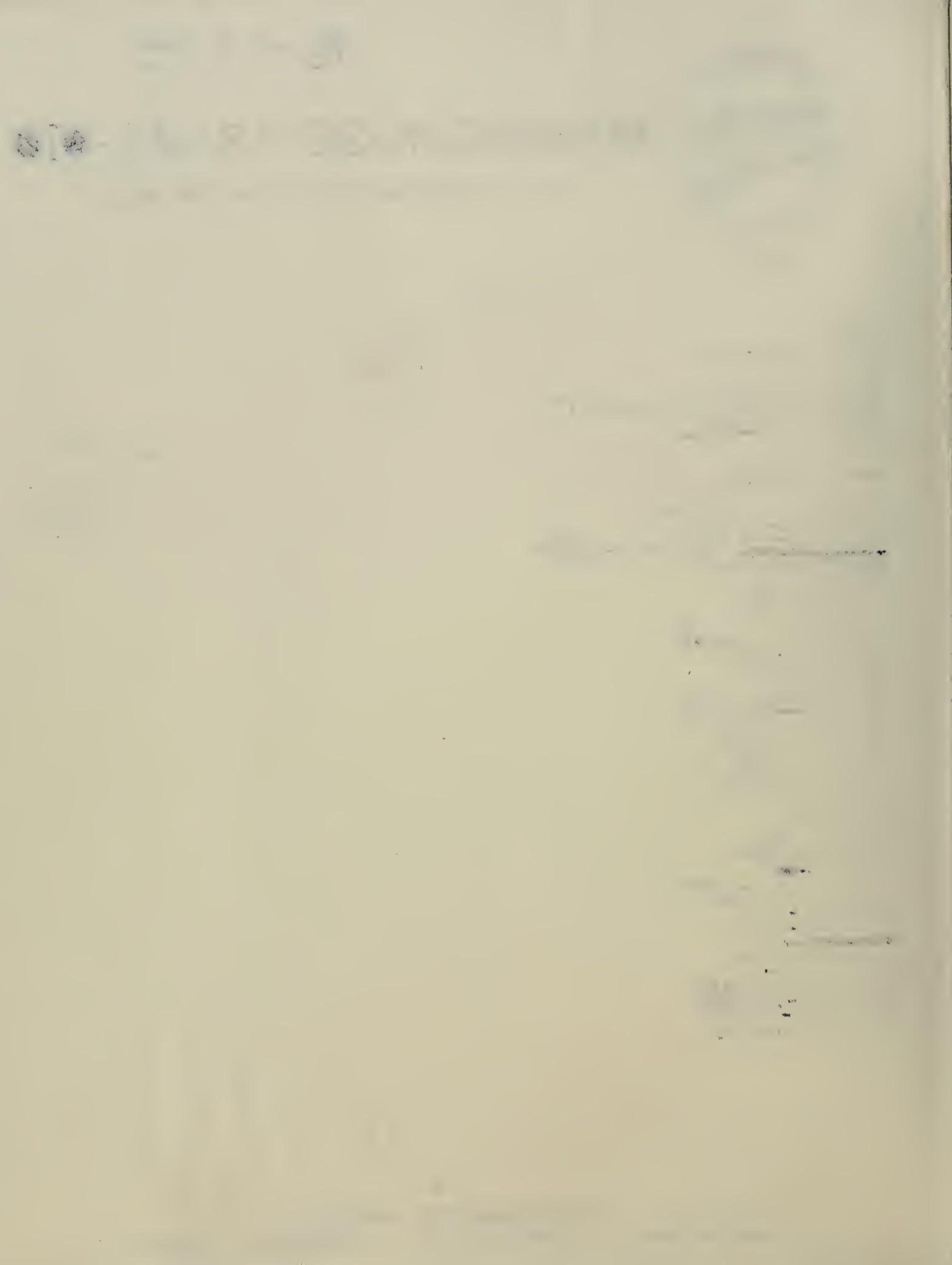
*Secretary-Treasurer*

ROBERT J. HAYNES yes

*Vice Presidents*

RICHARD ABDOW - ? not sure  
RONALD ALMAN - no (u/b) RON Ferris (yes)  
EDWARD F. BURKE JR. no  
ARTHUR BUTLER yes  
LINDA R. CHIGAS yes  
THOMAS CHIRILLO yes  
JANET CIEJKA  
EDWARD W. COLLINS JR. no (u/b)  
JOHN P. CONLEY - yes  
CHARLES DeROSA yes  
PAUL L. DEVLIN yes  
JAMES FARMER no  
BRUCE FERIN - no (u/b)  
WILLIAM J. FOLEY no (u/b)  
WILLIAM F. IRVIN no (u/b)  
JOSEPH W. JOYCE - yes  
JULIA KAMEL - no (u/b)  
THOMAS P. KERR no (u/b)  
DONALD J. LEAHY yes  
DICK LeBLANC no  
DAVID LIMA no  
KEVIN MAHAR yes  
CHARLES McDEVITT yes  
NANCY MILLS -  
A. MICHAEL MULLANE no (u/b)  
HERBERT OLLIVIERRE yes  
JOHN PHINNEY -  
TONY ROMANO - yes  
JOHN F. SIMMONS - no  
DOROTHY THOMAS -  
CHARLES E. THOMPSON - yes  
FRANK TOLAND - no (u/b)  
BARNEY WALSH -  
MANNY WILLIAMS no (u/b)

Joe Negro  
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0080  
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TO: Executive Board Members, Massachusetts AFL-CIO  
FROM: Martin V. Foley, Director  
RE: Legislative & COPE Status Report  
DATE: March 10, 1988

A few important points you should be aware of:

The Commerce and Labor Committee held a public hearing on bills dealing with CORPORATE TAKEOVERS on 2/22/88. Vice Presidents Abdow, Phinney and the Legislative Staff worked out amendment language that would provide severance pay to all employees who become victims of layoffs as a result of a corporate raid, whether it was successful or not and also prohibit the selling of company assets to finance the raid. With the help of Mark Govoni and Dick Courtney, we were able to contact the members of the Committee and gained a commitment of support from the membership. Through the Secretary of Labor, we have tentative commitment of support with respect to the Governor. We are waiting for the Committee to report out this bill with our amendments. In talking with members and representatives of the House Leadership, we can foresee no major obstacle in House passage.

Last Thursday, Commerce and Labor held their public hearing on Labor Relations. While the room was packed - it wasn't packed with labor people. On the agenda were our proposals to increase the minimum wage; establish a special Right to Know Commission; prohibit covert monitoring of employees; provide VDT protections, among others.

Yesterday, the Painters Union had a bill before the Transportation Committee which would require the MBTA to maximize their advertising from \$2 million to \$25 million dollars a year. This would mean a significant increase in jobs for painters and other affected trades.

There is a serious push for the abolishing of all outdoor billboards, Commerce and Labor had a hearing on 2/29. Rick Morgan from the Painters testified against this legislation. We might well have fight on our hands within the Committee. Senate Chair Lois Pines indicated that she supports this legislation.

The TRANSPORTATION BOND has been exec-ed out of Senate Ways & Means. There were no formal sessions this week but we expect it to come to the floor next week. It has already passed the House.

REPEAT ANNOUNCEMENT. The hearing on bills which would BAN BALANCED BILLING was scheduled for 2/10/88 but has been postponed to 3/16. Although the bills are refiles, in all likelihood the Committee will be excepting ORAL TESTIMONY on them at the hearing.

Last meeting I passed out sheets which you could use to indicate which bills you would be interested in helping us on. I was rather surprised at the poor response - to date I have received only one or two back.

COPE REPORT - MARCH 1988

Initial projections indicate that we will equal last year's delegates to the Democratic State Convention. This large and visible block will allow us to successfully organize around our dual objectives of Senator Kennedy's re-nomination and prevailing wage education at the Convention scheduled for Saturday, June 11th at Boston Garden.

Director Foley has continued to educate the Building Trades on the intricacies of Massachusetts campaign finance laws. A special meeting was held with the Carpenters in Cambridge on February 24th and the State Building Trades were briefed in Worcester on February 25th. The Director is working with President Osborn on strategy and polling techniques. Rich Rogers is working to establish a field organization for the "Grassroots" component of the campaign.

We have continued to educate and encourage participation in the National Democratic caucuses scheduled for April 23rd. Once the final list of candidates (March 24th) is received, we will evaluate where COPE can play a role in insuring Labor representation.

We are also preparing for a meeting on Friday, March 12th when we will negotiate a COPE budget with National Director Perkins. We are optimistic we will be fairly compensated for the struggles we face in 1988.

16<sup>th</sup> hearings on non PDRs

Dr  
Able to leave after  
3 months - wages & means Admended  
to protect us when from 6-9  
on small business EXEMPT

\$30 hrs for 6 months  
then back to 20 hrs for  
providing health INS.

# Participating Organizations\*\*

## SPONSOR\*

Coalition of Labor Union Women

## CO-SPONSORS\*

### AFL-CIO

Amalgamated Clothing & Textile Workers Union  
American Fed. of State, County, Municipal Employees  
Bricklayers and Allied Craftsmen Int'l. Union  
Communications Workers of America  
Hotel and Restaurant Employees Int'l. Union  
International Association of Machinists  
International Brotherhood of Teamsters  
International Brotherhood of Boilermakers  
International Ladies' Garment Workers' Union  
International Union of Electrical Workers  
Laborers' International Union  
Local 237, IBT, City Employees Union

### National Council of Churches

Office, Professional Employees' Int'l. Union  
Retail, Wholesale, Department Store Union  
Service Employees International Union  
Sheet Metal Workers International Assoc.  
The Newspaper Guild  
Transportation Communications Union  
United Association of Journeymen & Apprentices of  
the Plumbing & Pipefitting Ind. of U.S. & Canada  
United Auto Workers  
United Church of Christ  
United Food and Commercial Workers  
United Steelworkers of America

## COOPERATING ORGANIZATIONS\*

American Federation of Teachers  
American Postal Workers Union  
Association of Junior Leagues  
Bakery, Confectionary, Tobacco Workers' Union  
Children's Defense Fund  
Coal Employment Project  
International Chemical Workers Union  
International Union of Operating Engineers

LCLAA (Labor Council for Latin Amer. Advancement)  
New York City Central Labor Council  
National Organization for Women  
United Electrical Workers  
United Rubber, Cork, Linoleum & Plastic Workers of  
America  
Women's Legal Defense Fund

## ENDORSERS\*

A. Philip Randolph Institute  
American Assn. of University Women  
American Jewish Committee  
Americans for Democratic Action  
Americans for Indian Opportunity Association  
Asian American Legal Defense and Education Fund  
Black Women's Agenda  
Center for Research on Women  
Center for Women Policy Studies  
Child Care Employee Project  
Child Care, Inc.  
Child Welfare League of America  
Children's Foundation  
Church Women United  
Citizen Action  
Coalition of Black Trade Unionists  
Consumer Federation of America  
Displaced Homemakers Network  
Delta Research and Educational Fdt.  
Delta Sigma Theta Sorority  
Democratic Socialists of America  
Family Resource Coalition  
Family Service America  
Frontlash, Inc.  
Girls Clubs of America  
Health Security Action Council  
Italian American Labor Committee  
Institute for American Values  
Jewish Labor Committee  
LULAC (League of United Latin American Citizens)  
Martin Luther King, Jr. Center for Social Change  
NAACP  
Na'amat. USA

Natl. Assoc. for Child Care Resource &  
Referral Agencies  
National Black Child Development Institute  
National Center for Policy Alternatives  
National Coalition for Campus Child Care  
National Commission on Pay Equity  
National Consumers League  
National Council of Catholic Women  
National Council of Negro Women  
National Council of Senior Citizens  
National Council on the Aging  
National Education Association  
NOW Legal Defense & Education Fund  
National Institute for Women of Color  
National Gay and Lesbian Task Force  
National Urban Coalition  
National Urban League  
National Women's Conference Committee  
National Women's Health Network  
National Women's Law Center  
National Women's Political Caucus  
Nine-to-Five  
Organization of Pan Asian American Women  
Pensions Rights Center  
Planned Parenthood  
Wider Opportunities for Women  
Women Employed  
Women for Racial and Economic Equality  
Women in Communications  
Women's Equity Action League  
Women USA  
Workers' Defense League  
YWCA

\*\*(list in formation)

\*The Coalition of Labor Union Women is the initiator and primary organizer of *American Family Celebration*. Co-sponsors have contributed \$2500 or more; Cooperating Organizations have contributed from \$250 up to \$2500; organizations contributing 0 to \$250 are Endorsers.



# American Family Celebration

WORKING FOR CHANGE ★

MAY 14, 1988 ★

# Our Nation Needs Strong Families

*Strengthening our Nation's Commitment to Families*

We demand responsible government action *now* for a national family policy:

- family and medical leave
- quality child care
- services for the elderly
- comprehensive health care
- equity in quality education
- economic justice

Thousands of concerned citizens, including members of labor, civil rights, women's, children's, senior citizens, consumers, health, and educational groups, will gather in Washington, D.C., on Saturday, May 14, 1988.

## JOIN US!

Speaking in a united voice we will raise these demands to the top of our nation's legislative, political, and social agenda.

## MARK YOUR CALENDAR!

Saturday, May 14, 1988  
Noon to 5 p.m.

*Sylvan Theatre,  
near the Washington Monument*

- Refreshments and Family Entertainment
- Exhibits and Speakers
- Games and Much, Much, More!

## FOR INFORMATION

*John Parker*

*AMERICAN FAMILIES GET 10 DAYS LOST TIME FROM IUE NATIONAL*

*TO COORDINATE THIS RALLY, MASS.*





The Commonwealth of Massachusetts  
DEPARTMENT OF LABOR AND INDUSTRIES  
DIVISION OF INDUSTRIAL SAFETY

ARTHUR A. BUTLER  
INSPECTOR

TEL. 445-4214  
443-0513

246 NORTH STREET  
PITTSFIELD, MASS. 01201

Arthur,

Per your request  
I am submitting the enclosed  
materials for your review

Frat.

Art B.

MEMORANDUM

TO: Jim Merloni, Jr.

FROM: Don Siegel

DATE: January 19, 1988

RE: Initiative 87-16, the Repeal of Various Parts  
of G.L. c. 149, s. 26, 27, 27B, 27D, 27F, 27G

The Attorney General has certified Initiative 87-16 for the November, 1988 general election.<sup>1/</sup> The initiative would effectively repeal the State prevailing wage law.

The official summary of Initiative 87-16 reads as follows:

The proposed law would deregulate the system establishing the wages paid to construction workers employed in the construction of state, county and municipal public works and buildings. In addition, it would deregulate the system establishing wages paid to operators of rental equipment involved in public works and to employees of moving contractors who enter into public contracts.

The proposed law would also eliminate state regulation of job classifications on such public construction projects and repeal state imposed record keeping requirements implementing the pre-existing state prevailing wage law.

Passage of this referendum initiative will change the face of public construction in the Commonwealth. Public construction contracts will be awarded on a market basis; the lowest bidder will get the contract and the lowest bidder will likely be a non-union contractor.

Union contractors will be placed at a serious competitive disadvantage in bidding on public construction projects and will rarely be awarded such contracts. Serious concessions by the unions will probably be required to make union contractors competitive when bidding for public construction work.

---

1/ There is litigation under way challenging the Attorney General's certification of the Initiative. The case will probably be heard in February or March, 1988 by the Supreme Judicial Court.



January 19, 1988

DRAFT

REMARKS: JAMES MERLONI, JR./ARTHUR A. COIA, JR.

Once again this year there will be a major effort on the federal and state levels by open shop or so-called merit contractors to repeal or substantially limit the impact of prevailing wage legislation affecting public construction projects.

As most of you know, the federal Davis-Bacon Act was originally passed into law in the 1930's in order to establish prevailing wages in the field of public construction. Thereafter, many states, including Massachusetts, enacted similar laws to cover state financed construction. Over the years our union, as well as most other labor organizations representing workers in the construction industry, witnessed a dramatic increase in the number of union contractors; this resulted in large measure from the impact of these prevailing wage laws and the impetus they provided for developers to utilize union contractors as a reliable source of skilled labor and for the contractors to bargain together as a statewide association.

Of course in recent years so-called merit contractors and others opposed to the cause of organized labor have pushed repeatedly for the repeal of these prevailing wage laws.



Should that happen, it would present the most serious setback that construction industry unions and union contractors have faced since the beginning of large-scale organizing in this industry. In brief, many of the gains that we have achieved together for the workers we represent or employ could well be lost. In addition, as the number of open-shop contractors increases, the quality of work will decline, as the construction unions no longer would be used as the primary source of skilled and trained workers.

Most of those opposed to these prevailing wage statutes argue that these laws artificially increase the costs of public construction. In fact, however, that is not really the case because the use of union contractors helps insure that the job will be built right by skilled workers using quality materials and helps eliminate marginal operators who may not be around if something goes wrong later on.

So, I urge and encourage everyone here to learn about and speak out on these issues and to let your legislators know that you oppose any effort to weaken or repeal these very important prevailing wage laws.





# MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

March 9, 1988

*President*

ARTHUR R. OSBORN

*Executive Vice Presidents*

JOSEPH M. LYDON  
THOMAS G. EVEREY  
JOSEPH C. FAHERTY

*Secretary-Treasurer*

ROBERT J. HAYNES

*Vice Presidents*

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CHARLES McDEVITT  
NANCY MILLS  
A. MICHAEL MULLANE  
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JOHN PHINNEY  
TONY ROMANO  
RICHARD RUMELT  
JOHN F. SIMMONS  
DOROTHY THOMAS  
CHARLES E. THOMPSON  
FRANK TOLAND  
BARNEY WALSH  
MANNY WILLIAMS

To: John Perkins, COPE Director  
From: Arthur R. Osborn, President and  
Robert J. Haynes, Secretary/Treasurer  
Re: 1988 COPE Budget

Below is the item by item COPE Budget request submitted by the Massachusetts AFL/CIO.

1. Keypunching - \$2,000.00

Payment to V.S.E. Corporation - we anticipate more updating this year particularly from the Building Trades. We will also continue our efforts to bring unions (RWDSU, UAW, etc.) that do not participate on the National level.

2. Voter-Tape Acquisition - \$17,000.00

We will re-purchase the entire municipal file of L.I.S. Association located in North Andover, Massachusetts. They are by far the largest state vendor providing computer services to municipalities. In 1988 they will charge us \$12,000.00 for the 100 plus city/towns in their file. In addition, we will try to purchase key towns we have missed in the past on an individual basis. Several key towns purchased in 1987 will have to be re-purchased due to technical computer problems.

3. File Maintenance - \$1,500.00

Costs associated with membership update including voting lists, precinct finders and miscellaneous expenses.

4. Democratic State Convention - \$5,000.00

Two primary themes will highlight our 1988 Convention program. First, the renomination of Senator Ted Kennedy is the principal order of business for the Convention. We plan on honoring Senator Kennedy with a major visibility effort. Secondly, the Convention will play an important role in our "Prevailing Wage" 88 Campaign. Key activists within the Massachusetts Democratic Party will be targeted in a massive educational effort.

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260



## 1988 COPE Budget

Page 2

### 5. 2nd Congressional District Campaign - \$5,000.00

This is a contingency item based on Congressman Boland's political decision. If Boland retires, Massachusetts AFL/CIO COPE will mount a major effort to keep this seat in the Democratic column.

### 6. Laser Letter

Mailing to all our members identified as registered for General Election. A three part pitch will be made on the Presidential, Senate and Ballot Question (Prevailing Wage).

We anticipate having a field of approximately 150,000 registered voters by the General Election.

Cost will be based on type of laser letter chosen by the Massachusetts AFL/CIO.

### 7. Prevailing Wage Ballot Question - \$10,000.00

Many components will go into our Prevailing Wage "88" Campaign. The Massachusetts AFL/CIO will need as much help as possible if we are to beat the insidious threat to our future posed by this ballot question. COPE would very much like to hire an intern to assist our staff in the many arduous and time consuming tasks related to a successful political operation. List cleaning, voter-tape acquisition and voter registration would all be facilitated by an intern. We call on National COPE to help subsidize this effort. Precedent for assistance on ballot questions exists as \$3,000.00 was contributed to the postcard campaign in 1986.

### 8. Voter Match - By 9/1/88

Massachusetts AFL/CIO COPE will have acquired the voting tapes needed for a successful match. We would like a free match such as the match offered in 1987.

### 9. Telephone Banks

Projected number of calls 150,000 for 1988 Presidential campaign. In order to generate these calls, we will need approximately 100 phone lines going over a 2 or 3 week period. Due to competition for phones from Building Trades, we anticipate only about 50 lines being available for Presidential phone bank.

Cost for 50 phone lines - A.T. & T. rental \$5.00	N.E.T.E. installation \$75.00	Approximately \$80.00	Total - \$4,000.00
---	-------------------------------	-----------------------	--------------------

Cost varies based on type of lines, locations, necessity of jacks etc.



# LABORERS' INTERNATIONAL UNION OF NORTH AMERICA



LOCAL No. 133

P. O. BOX 431

QUINCY, MASS. 02269

1-617-479-4275

(i)

March 7, 1988

Re: Donovan Engineering &  
Construction

Michael Gritzuk - Exec. Dir.  
Mass. Water Resources Auth.  
Charlestown Navy Yard  
100 First Ave.  
Boston, Mass. 02116

Dear Mr. Gritzuk:

Laborers' Local #133 would like to file a written protest against the awarding of the bid at the Nut Island Treatment Plant to Donovan Engineering and Construction Rt. 13 Brookline NH 03033. We would like to address the following questions and issues.

Do they have a state approved Affirmative Action Program along with Apprenticeship Programs and Classification? Their expressed intention to me was that they were going to use their own people from New Hampshire and not local help. Are their taxes to be paid in New Hampshire or in Mass.? Are their vehicles to be registered in New Hampshire or Mass? What about excise tax and registration fees? Where will they be paid?

According to our research they have an office in Boston with no telephone. We believe that these problems should be addressed, and that this company should be qualified before this bid is awarded. This work is being done at great cost to the tax payers of this state. They are already burdened with added expenses due to increases in water and sewerage fees. They have a right to expect linkage. We hope you will gravely consider some of these important points before awarding any contracts. (Please see enclosure).

Sincerely,

*Tom Chirillo*

Tom Chirillo  
Business Manager  
Local #133

*Call for  
meeting with  
M WRA*

cc Arthur Osbourne - President AFL/CIO  
Joseph DeNucci - State Auditor  
Kevin Cotter - Plumbers Business Agent for Local #12  
Zoppo Construction

EFCII



# Dodge Reports

BN 146 987h 2-077  
Last Rept 1-20-88

133

BID RESULT  
2-25-88.

NUT ISLAND INTERIM SCUM MANAGEMENT FACILITIES (str mech-elec & hvac modifc to existing facil)  
\$2,294,000

Quincy MA (Norfolk Co) Nut Island Wastewater Treatment Plant

BIDS IN-under advisement-décision on award expected soon-bid 1-19

Owner-Massachusetts Water Resources Auth Michael Gritzuk (Exec Dir) Charlestown Navy Yard 100 First Ave Boston MA 02129 (617/242-6000)

Engr-(design str mech & elec)-Havens & Emerson Inc 120 Boylston St Rm 203 Boston MA 02116 (617/350-6622)

incls scum concentration facility incl scum concentration equip-scum pumping equip-scum & lime storage & feed system & material handling equipt

PLANS ON SCAN FILM-#11-8374

LOW BIDDERS ON GC PREV REPORTED

1-Donovan Engng & Construction Rte 13 Brookline NH 03033 (603/673-2200)

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# Dodge Reports

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February 23, 1988

Mr. Arthur R. Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street - 3rd floor  
Boston, MA 02108

Dear Arthur:

I would like to take this opportunity to formally thank you for your most successful effort in obtaining additional inspectors and resources in the Department of Labor and Industries, for the Fiscal Year 1989 budget cycle in House I.

Through your personal efforts with Arthur Butler's assistance, Fiscal Year 1989 will be the beginning of a renaissance of the Department of Labor and Industries.

To many of us department employees who have witnessed the debacle of budget and staffing cuts, as well as reversions, you have given to us a revitalization; our old line, sometimes taken for granted Department, which unceremoniously provides protection to the Commonwealth's workers, as well as economic well-being to Massachusetts' legitimate business and industries, in their competition against unscrupulous competitors, you certainly have provided the most positive message.

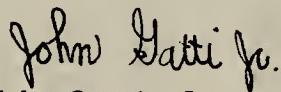
I am sure the Secretary of Labor and the Commissioner of Labor and Industries are most grateful for your joint undertaking with Governor Dukakis, to take the first step in restoring staffing cuts in the Department.

Hopefully, your continual monitoring and advocacy, will enable the Department to have the sufficient staffing and resources needed to properly carry out the agency's mandated function.

If at anytime, myself, or any line employee can serve as a technical resource or reference in your endeavors in the budget, or legislative process on behalf of the Department, feel free to contact me. We welcome the opportunity to participate.

Thank you.

Sincerely,



John Gatti, Jr.  
113 Briarwood Avenue  
Southbridge, MA 01550



*Benefactors, Patrons, Donors and Sponsors will be listed  
in the program.*

Name \_\_\_\_\_  
*(please print as you wish name(s) to appear in the  
program)*

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

smoking       non-smoking

Please list those you wish to be seated at your table:

- 
- 
- Benefactors at \$500/person  
 Patrons at \$250/person  
 Donors at \$100/person  
 Sponsors at \$75/person  
 Dinners at \$50/person  
 I am unable to attend but wish to support ADA

*Please list my name on a special page  
honoring:*

*(\$20 per listing)*

- Jean Blake
- Charles Stith
- Domenic Bozzotto
- An Wang
- Larry Kessler
- Leonard Zakim
- Mitch Snyder

Send information on ad rates.

Enclosed is my check for \$ \_\_\_\_\_  
payable to ADA.

Tickets picked up at the door

Mail to ADA,  
145 Tremont Street, Suite 607  
Boston, MA 02111

PLEASE MAKE RESERVATIONS  
BY FEBRUARY 29.

103

Boston Globe

Tues 3/8/88

p. 42

# Stop & Shop union authorizes strike

**50% IRA • SEP  
KEOGH • PENSION  
GUARANTEED YEARLY**  
**ASSOCIATES 933-9416**

Main St., Woburn, MA 01801

By Bruce D. Butterfield  
Globe Staff

Officials of Stop & Shop and the union representing 20,000 of its workers spent yesterday in negotiations following a strike authorization vote Sunday against the Boston-based company that union officials say passed "overwhelmingly."

"We've been patient so far, but we felt we had to do something to move them along," Paul Dufault, secretary treasurer of Local 1445 of the United Food and Commercial Workers, said of the strike authorization.

He said the union, whose contract with Stop & Shop expired Feb. 6, had no immediate plans to call a strike providing negotiations continued "in good faith." Talks yesterday broke off without agreement, but are expected to resume later in the week.

Sunday's strike authorization vote sets no deadline, union officials say. It comes as Stop & Shop is battling a hostile takeover attempt by the Maryland-based Dart Group Inc., and is known to

be talking with several other parties about a possible leveraged buyout.

Dufault insisted that union workers have been "very understanding" with Stop & Shop officials because of the takeover attempt, but were growing worried over the lack of progress toward a new contract. He said workers were also concerned that the takeover battle would result in huge profits for stockholders and cutbacks for Stop & Shop employees.

"We want to get our fair share," Dufault said. "We want these stockholders to know we want some of the pie that they're trying to carve up."

Company officials yesterday had no comment on the negotiations or the strike authorization.

Dufault said the union supports the current Stop & Shop owners and is opposed to efforts by the Dart Group to acquire the food store chain. But he said the union is looking to improve job security provisions, as well as win a better salary and benefit package.

## Non-union employees

### Push Eastern settlement

United Press International

MIAMI — A group of non-union employees at Eastern Airlines Inc. yesterday added its voice to the chorus of opinion about the troubled company, calling on management and the machinists union to reach a negotiated settlement.

The employee group, which is supported by management and calls itself Positive Employee Action Committee at Eastern, or PEACE, said good-faith negotiations offer the best hope for solving Eastern's current labor woes.

"We believe that nothing is more important to our future than the immediate settlement of the dispute between the company and the International Association of Machinists," said Siefring said.

Nevertheless, group leaders said the committee has been encouraged by Eastern management to speak out and receives financial support from

Ted Siefring, a spokesman for the group.

"We know that our view represents the feelings of thousands of union and management employees as well."

Eastern, a unit of Texas Air Corp. of Houston, and the machinists union, which represents about 12,000 Eastern ground service employees, are locked in a bitter dispute over the management of the airline and the terms of a new contract.

"We're not taking sides," Siefring said.

Nevertheless, group leaders said the committee has been encouraged by Eastern management to speak out and receives financial support from



**New England's  
Facsimile Leader**

**ANDOVER**

COMMUNICATIONS

Offices throughout New England.  
Call today for info or demonstration.  
3400 MA (800) 922-5609  
US (800) 922-5610

NATIONWIDE

**allison**

# Baby Bells win OK for new services



# American Family Celebration

WORKING FOR CHANGE ★

MAY 14, 1988 ★

# Our Nation Needs Strong Families

*Strengthening our Nation's Commitment to Families*

We demand responsible government action *now* for a national family policy:

- family and medical leave
- quality child care
- services for the elderly
- comprehensive health care
- equity in quality education
- economic justice

Thousands of concerned citizens, including members of labor, civil rights, women's, children's, senior citizens, consumers, health, and educational groups, will gather in Washington, D.C., on Saturday, May 14, 1988.

## JOIN US!

Speaking in a united voice we will raise these demands to the top of our nation's legislative, political, and social agenda.

## MARK YOUR CALENDAR!

Saturday, May 14, 1988  
Noon to 5 p.m.

*Sylvan Theatre,  
near the Washington Monument*

- Refreshments and Family Entertainment
- Exhibits and Speakers
- Games and Much, Much, More!

## FOR INFORMATION

Joanie Parker  
354-2283  
Leave a message



# STATEMENT OF PURPOSE



## *Strengthening our Nation's Commitment to Families*

Our nation has been built by strong families. Every family is unique. Yet we all have common needs.

The United States is a nation without a family policy. Just as a family takes care of its own and invests in its future, so should a nation.

We demand responsible government action *now* to establish a national family policy. Its agenda is:

- family and medical leave
- quality child care
- services for the elderly
- comprehensive health care
- economic justice
- equity in quality education

Let *your* demands be heard in Washington, D.C., on Saturday, May 14, 1988. Congress and the President must hear of your support for a comprehensive national family policy.

Gather with thousands of concerned citizens, including members of labor, civil rights, women's, children's, senior citizens, consumer, health, and educational groups.

Speaking in a united voice, we will raise these demands to the top of our nation's legislative, political, and social agenda.

Sponsor: Coalition of Labor Union Women

American Family Celebration  
c/o 1920 L Street, NW  
Suite 700  
Washington, D.C. 20036

202/833-3077



# FACTS

## FAMILY AND MEDICAL LEAVE

### Background

Today's families require sound private and public employer family and medical leave policies. Eighty percent of working women are in their prime child-bearing age and half of all mothers of children under the age of one are in the labor force. The United States is one of only two industrial nations without a national parental or maternity leave policy. As a result, many new parents must put their jobs at risk in order to care for new babies.

- The United States lags behind the rest of the world in family and medical leave policies.
- In Europe, 5 to 6 months of PAID leave is the norm.
- In all, 135 countries, including many developing countries, require employers to provide maternity leave.
- Even Japan, which is usually behind European standards, offers 12 to 14 weeks partially paid maternity leave with full job guarantees.
- In contrast, in the United States the only federal law covering maternity leave from the job was the Pregnancy Discrimination Act of 1978 which says an employer must treat pregnancy as any other disability and provide leave, IF that company provides disability insurance to its employees.
- Private employers have failed to meet their employees' needs for family and medical leave.
- Employer disability plans cover fewer than 40 percent of working women.
- Only half of the 1,500 largest U.S. firms protect an employee's job with unpaid leave for new mothers after disability benefits run out. Only one-third of smaller businesses provide unpaid family leave.
- In large firms, only 40 percent of small firms offer paternity leave; only 12 percent offer adoption leave; and only about 25 percent offer part-time transition to work after maternity leave.
- Family and Medical Leave benefits families and boosts workplace productivity.
  - The General Accounting Office reports there "will be little, if any, measurable cost to employers associated with replacing workers . . . on unpaid leave." A 1986 business study found that employers find family leave costs little.
  - Most child care experts recommend a period of leave for new parents to nurture and establish bonds with new infants.
  - Demographers forecast labor shortages through the year 2000. A family leave policy is likely to improve productivity by retaining skilled, motivated female employees.

American Family  
Celebration

WORKING FOR CHANGE ★  
MAY 14, 1988 ★



# FACTS



## QUALITY CHILD CARE

### Background

Only a handful of U.S. employers have addressed the problem of quality child care for their employees. Of the 25 million children age 13 and under, only 1.5 million are cared for in child care centers. Lack of national comprehensive child care legislation will become more critical as more women enter the workforce. Estimates are that by 1990, 65% of all workers entering the labor market will be women and 85% of those new entrants will be of childbearing age. For many workers, especially women, finding quality child care is often the most serious job-related challenge they face.

- Parents pay an average of \$3,000 per year for even inadequate care.
- That \$3,000 price tag is half the income of a minimum-wage family and 10 percent of the average family's income.
- The problem takes on major national significance, since working parents have 10 million children under age 6 and 16 million more between ages 6 and 15.

### Solutions

#### *Federal*

The federal response is mostly confined to a tax credit, and that averages only \$347 per family. Other federal programs have suffered drastic cuts since 1981. HeadStart has four children waiting for every one in the program.

It is essential that Congress enact comprehensive child care legislation:

- The Act for Better Child Care Services
- Increase funding for Title XX of the Social Security Act to meet the needs of abused and neglected children.
- Insure appropriate and licensed care is available to children of mothers involved in education, training or job activities under any welfare reform program.
- Enact the Family and Medical Leave Act (HR 925 and S 249) to insure adequate parental time to care for newborn or newly adopted babies.



# FACTS

## SERVICES FOR THE ELDERLY

American Family  
Celebration

WORKING FOR CHANGE ★

MAY 14, 1988 ★

### Background

The baby boomers are getting older: the Census Bureau says that by 1990, 7.5 million Americans will be over 80 years old. This burgeoning of the elderly population brings with it social and economic problems for older workers and their families.

Older workers are finding it more and more difficult to remain in the job market:

- Increasingly, traditional seniority rules and solid work experience are being ignored by corporations seeking to cut labor costs by simply reducing staff.
- Mergers, plant closings and forced early "retirements" are placing older workers on the unemployment line competing for jobs with younger applicants. And those elderly who do find work are likely to face substantial wage reductions.
- Older women and minorities often confront sex, race or ethnic discrimination when looking for work. Displaced homemakers find themselves facing the dual problem of age discrimination and outdated skills when returning to work after years of raising a family. Also, the gap between women's and men's earnings widens with age, adding still another burden.
- Many older workers have also begun taking part-time work to supplement their income. Unfortunately, most of these jobs offer low wages, no benefits and no job security.

Older workers with part-time jobs or those no longer working often rely on their children for health care and assistance with everyday responsibilities. Traditionally, women have provided this care. However, as more and more women enter the workforce, our seniors are finding fewer resources available to them:

- Despite Social Security benefits, one out of every eight older Americans over age 65 lives in poverty.
- Most dependent elderly have discovered that purchasing affordable custodial care is next to impossible. Elderly day care services are scarce and expensive. The 14.5 million middle class citizens over 65 have discovered that home care service priced at \$300-\$400 a week is prohibitive.
- Corporations have looked to retiree health benefits when making cutbacks. Between 1985 and 1986, approximately 1 out of 5 people had lost fully-paid retiree benefits in their insurance plans.
- Medicare fails to pay for generalized health care, the service that is usually needed by the elderly. Medicare pays home health care costs only for persons who need nursing care on a part-time basis.



# FACTS

## COMPREHENSIVE HEALTH CARE

American Family  
Celebration

WORKING FOR CHANGE ★

MAY 14, 1988 ★

### Background

The refusal of the federal government to meet its responsibilities has damaged American families extensively, but nowhere more severely than in health care, since health and our children's health is the family's most basic need.

- Thirty-seven million Americans have no health insurance at all and their ranks are swelling by an alarming one million a year.
- Another 50 million have inadequate coverage and even the nation's biggest and best employers are continuing to gouge at health insurance as part of overall cutbacks since they too often see employees as a cost rather than an investment in future productivity.
- The sharp deterioration of coverage in recent years includes a doubling of the number of uninsured since 1980. The number of employers with deductibles exceeding \$100 has jumped from just 9 percent in 1982 to 55 percent today.
- In refusing to follow other industrialized nations in adopting national health insurance, the U.S. government told Americans that adequate health coverage would best be provided through the private insurance system on the job.
- Three-fourths of the people without coverage are workers with families and indications are that the trend will continue because the new jobs being created today are primarily in the service sector, where health coverage is the most limited.
- Public coverage has also dropped, with the stringent eligibility standards imposed on Medicaid in the 1980s excluding almost half of the intended beneficiaries.
- Among the uninsured workers, 75 percent are either self-employed or employed in firms of less than 100 workers. Almost half, 48 percent, of such employers do insure their workers. Small employers who don't insure their workers are obviously taking advantage of the system, exploiting their own workers and running up the cost to everyone by not taking on their fair share of the burden.
- In 1970, America was spending \$60 billion a year on health care. That was about \$300 per person per year, or about 7 percent of our national income. Last year, health care cost Americans nearly eight times as much—\$458 billion, or 11 percent of the nation's total income—and we were getting even less for our money.
- It is estimated that in another dozen years, the year 2000, health care cost will triple again: to \$1.5 TRILLION, or \$5,551 for each American.



# FACTS

## ECONOMIC JUSTICE

### Background

The opportunity to earn a fair day's pay for a fair day's work is the foundation of any national family policy. Every family needs economic security in order to thrive. In 1988, many Americans are finding it increasingly difficult to provide a decent standard of living for their families.

The evidence of declining work and living standards abounds.

- Throughout the 1970's and 1980's, wage and benefit standards have been on the decline. Between 1973 and 1987, hourly pay had dropped 6 percent and weekly pay (due to reduced work hours) was down almost 14 percent. If not for working wives, family income would have declined a full 18 percent.
- The federal minimum wage, the floor for all wages, hasn't been improved since 1981. The minimum wage is less than 40 percent of the average U.S. wage, the first time since minimum wage legislation was enacted in 1938 that the rate has dropped below 50 percent of the average U.S. wage. The minimum wage is more than an economic issue—it's a family issue. A failure to adjust the minimum wage will result in a greater rise in poverty. Currently, two-thirds of the 600,000 women who maintain families and work at the minimum wage are in poverty.
- Families are experiencing a tremendous rise in persistent homelessness, as low to moderate cost housing has drastically declined, and fewer families can afford to own their own homes. The rate of home ownership among people under 35 has fallen from 43.3% to 39.7%, even though nearly two-thirds of these households have two wage earners.
- One out of four families earns less than \$17,500 per year, the government's barebones budget for a family of four. These families depend on two paychecks to provide for their basic needs.
- More than 32 million Americans are living in poverty. Many of those families are "working poor"—people who work but do not earn enough to rise above the poverty line. Twenty-three percent of American children under the age of five, and twenty percent of elderly women living alone, are in poverty.
- One out of five households is headed by a woman. Women earn an average of \$13,000 per year, far below the government's minimum standard of living.
- Female wages still lag far behind male wages. In 1987, women earned 65 cents for every dollar earned by men. For minorities, it's worse: 57 cents for Black women, 53 cents for Hispanic women (compared to white male wages).
- The U.S. Congress Office of Technology Assessment estimates that 11.5 million workers *permanently* lost their jobs between 1979 and 1984. By 1986, one in five of these workers remained unemployed. Among those workers who were able to find new jobs, over 60% took cuts in earnings.

Sponsor: Coalition of Labor Union Women.

American Family  
Celebration

WORKING FOR CHANGE ★  
MAY 14, 1988 ★



# FACTS

## American Family Celebration

WORKING FOR CHANGE ★

MAY 14, 1988 ★

## EQUITY IN QUALITY EDUCATION

### Background

The Reagan Administration found a "Nation at Risk" because of education shortcomings. His solution: cut back aid to education.

Since the beginning of his Administration, Reagan has proposed substantial reductions in the federal contribution to education. In 1987, the Administration called for a 28 percent reduction in the education budget from the previous year.

Approximately 43 percent of proposed cuts for the entire federal budget were to be taken from education.

In addition as technological change in the workplace is eliminating some jobs, changing others and creating whole new occupations, our government is cutting back on job training and other adult education programs.

For the first time in its history, America has a generation of young people who cannot reasonably expect to do as well as their parents did. The nation has a large pool of unskilled workers at precisely the time unskilled jobs are disappearing.

- In elementary and secondary education, the Administration has consistently proposed eliminating funds for vocational education and reducing impact aid and funds for the handicapped.
- If adopted, the Administration's FY 1988 budget for higher education will end the role of the federal government in assuring opportunities for postsecondary education and roll back 20 years of gains since the enactment of the Higher Education Act of 1965.
- The proposals to reduce student aid by 46 percent will result in more than one million students losing Pell Grants. 200,000 fewer students will receive Guaranteed Student Loans. In total, the proposals will eliminate more than 2.7 million grants and loans to students of low and middle income families.
- Nearly a fifth of the workforce lacks a high school education and an Indiana University survey estimates that the functional illiterates—defined as the inability to read and write at an eighth grade level—make up as much as 20 percent of the workforce.
- A Bureau of Labor Statistics survey indicates 55 percent of workers need specific training to qualify for their jobs and the need increases at higher level jobs: 85 percent needed specific training for technical jobs and 93 percent needed it for professional jobs.



# SOUVENIR ITEMS

American Family  
Celebration

WORKING FOR CHANGE ★

MAY 14, 1988 ★

1

## TEE-SHIRT

This white tee-shirt displays the American Family Celebration logo. Available in adult and childrens' sizes.

\$4.00 each.

2

## BUTTON

This 2-1/2" round 2-color button says "American Family Celebration: Working for Change" and displays the logo.

25¢ each.

3

## BUMPER STICKER

This colorful 3" x 11-1/2" vinyl slogan bumper sticker illustrates the American Family Celebration logo.

25¢ each.

4

## POSTER

This 4-color poster commemorates the American Family Celebration and illustrates the demands highlighting the celebration. Approximately 18 x 24".

\$5.00 each.

## ORDER FORM

Item                          Quantity x Cost = Total Cost

1

### TEE-SHIRT

State Size

Adult Sm. \_\_\_\_\_ Child Sm. \_\_\_\_\_  
Adult Med. \_\_\_\_\_ Child Med. \_\_\_\_\_  
Adult Lg. \_\_\_\_\_ Child Lg. \_\_\_\_\_

\_\_\_\_\_ x \$4.00 = \$ \_\_\_\_\_

Make Check Payable to:  
AMERICAN FAMILY CELEBRATION

Mail Order Form and Check to:  
AMERICAN FAMILY CELEBRATION  
c/o Wm. A. Kendrick Co.  
401 Butternut St., NW  
Washington, D.C. 20012  
Attn: Perry Lester

2

### BUTTON

(50 minimum)

\_\_\_\_\_ x .25 = \$ \_\_\_\_\_

(Please print shipping address below)

3

### BUMPER STICKER

(50 minimum)

\_\_\_\_\_ x .25 = \$ \_\_\_\_\_

Name \_\_\_\_\_

Address\* \_\_\_\_\_

City \_\_\_\_\_

State/Zip \_\_\_\_\_

4

### POSTER

\_\_\_\_\_ x \$5.00 = \$ \_\_\_\_\_

Daytime phone number: (      ) \_\_\_\_\_

Total Cost \_\_\_\_\_

\* Do Not List a P.O. Box  
Allow 2 weeks for delivery



MONUMENT



HEALTHCARE  
FIRST AID  
LOST & FOUND

BATHROOMS

PARK  
SERVICE  
BLDG.

PARK  
SERVICE  
BLDG.

PARK  
SERVICE  
BLDG.

HANDICAPPED-  
ELDERLY SEATING

THEATER

PARK  
SERVICE  
BLDG.-  
CONCESSION  
STAND

PARK  
SERVICE  
BLDG.

BR..



## Naugatuck Valley Project

### Background

The Naugatuck Valley was at one time the center of brass, rubber and clock manufacturing in the United States. At its peak, just after World War II, the Valley brass industry alone employed over 50,000 workers out of a population of 200,000. The wave of plant closings that began in these industries in the '60's and '70's has led to a massive loss of union-represented, higher paying manufacturing jobs, which has been only partially offset by the creation of lower paying service jobs. Typically, Valley communities have the highest unemployment rates in the state.

One of the important ways of looking at the cause of the loss of these jobs is to trace the ownership of the Valley's major employers from local founder's to multinational conglomerate's hands. As ownership becomes more remote, reinvestment and local managerial control weaken or disappear. The result all too often has been uncompetitive firms bled to the point of near extinction. That disinvestment--together with the disinvestment by financial institutions, and the need for greater public investment in schools, affordable housing and elderly services--are the major problems the Project addresses.

### Description and History

The Naugatuck Valley Project is a four-year old coalition of 65 churches and synagogues, union locals, community and small business organizations organized to deal with plant closings and the long-term disinvestment of the Naugatuck Valley, one of the oldest industrial areas in the nation.

We have been successful in drawing together a wide array of local grass roots leaders from these dues-paying member groups to gain a voice in dealing with conglomerate corporations in twenty-four threatened or actual plant closings during this period. Our greatest accomplishment has been to organize the community and play a pivotal role as catalyst in the sale of Bridgeport Brass Company to its 225 white and blue collar employees and the resulting creation of Seymour Specialty Wire Company.

We have saved another 1200 jobs through early interventions in four threatened closings by working with employees to find buyers who would keep firms operating in the Valley, or by pressuring parent corporations to reconsider plans to close local plants. This saving of 1400 jobs results in approximately \$56,000,000 of income into the Valley annually.

Recently with the technical assistance and support of the Industrial Cooperative Association, we were able to assist Bakery, Confectionery and Tobacco Workers Local 155 draft and negotiate precedent-setting contract language providing them with first opportunity to bid on their company in the event of a sale and adequate time to study and finance such a buy-out.

Our successful efforts to guarantee the health and life insurance benefits of 7,000 Uniroyal retirees who live in the Valley through an organized community campaign has made a signal difference in the lives of individuals and the local economy as well.



The Project has successfully organized around other job-related issues. We have succeeded in stopping the state from closing the Torrington branch of the University of Connecticut. We have also established through negotiation with major supermarket chains a van pool system which transports 600 elderly per week from high rise apartments in downtown Waterbury to outlying stores where they can get a variety of food at supermarket prices.

We have also written, had introduced, and gained passage of legislation providing for state financing of employee-buy-outs, and advanced notice to retirees of pending sales of companies which might affect their health and life insurance benefits.

Current work includes assisting employees with a possible buy-out of Reymond Bakery in Waterbury, negotiating a Jobs Preservation Compact with area banks and the development of a greenlining fund to support this effort, and work with low-income tenants threatened by displacement as a result of the condominiumization of their project. We are assisting the tenants in studying the feasibility of establishing a cooperative to purchase sixty-four units of housing. In conjunction with this we are studying the possibility of establishing a Brass Valley Community Land Trust to foster affordable housing in an area increasingly under pressure from developers and the expansion of corporate headquarters from Fairfield County.

Through these campaigns, one-on-one work with leaders and formal training we are developing a strong team of leaders whose growth is a central element of our progress to date.

### Strategy

The Project's strategy is to train a large and diverse team of leaders from the range of religious, community, labor and small business organizations in the Valley to continue to build the organization so that it can help labor leaders spot the early warning signs of closings and act on them; develop additional employee-owned firms to broaden the base of local ownership and control in the Valley's economy; fight for the Valley's fair share of private and public investment for housing, education, jobs, and the benefits owed its individual citizens.

### Accomplishments

The Project brings a unique blend of strengths to difficult and sophisticated local economic issues. It can organize hundreds for public actions, and bring strong analytic and technical abilities necessary for efforts such as buy-outs. Seymour Specialty Wire, the largest democratically controlled industrial firm in the nation is the fruit of this mix. The precedent-setting Uniroyal retirees' benefit agreement with the corporation is another result of this combination. The Project offers a model which is being followed and drawn from by numerous groups facing similar issues in other industrial sections of the country.

### Membership and Structure

Sixty-five member groups pay dues of \$125 to \$525 based on size, elect officers and choose priority issues at an annual convention. Quarterly delegates meetings and monthly executive council meetings carry out this agenda and oversee two staff.





# MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

## MEMO

### President

ARTHUR R. OSBORN

### Executive Vice Presidents

JOSEPH M. LYDON  
THOMAS G. EVERSON  
JOSEPH C. FAHERTY

TO: Marty Foley

DATE: 2/8/88

FROM: Arthur Osborn

### Secretary-Treasurer

ROBERT J. HAYNES

### Vice Presidents

RICHARD ABDOW  
RONALD ALMAN  
DANIEL A. BEAUREGARD  
EDWARD F. BURKE JR.  
ARTHUR BUTLER  
LINDA R. CHIGAS  
THOMAS CHIRILLO  
JANET CIEJKA  
EDWARD W. COLLINS JR.  
JOHN P. CONLEY  
CHARLES DeROSA  
PAUL L. DEVLIN  
JAMES FARMER  
BRUCE FERIN  
WILLIAM J. FOLEY  
WILLIAM F. IRVIN  
JOSEPH W. JOYCE  
JULIA KAMEL  
THOMAS P. KERR  
DONALD J. LEAHY  
DICK LeBLANC  
DAVID LIMA  
KEVIN MAHAR  
CHARLES McDEVITT  
NANCY MILLS  
A. MICHAEL MULLANE  
HERBERT OLLIVIERRE  
JOHN PHINNEY  
TONY ROMANO  
RICHARD RUMELT  
JOHN F. SIMMONS  
DOROTHY THOMAS  
CHARLES E. THOMPSON  
FRANK TOLAND  
BARNEY WALSH  
MANNY WILLIAMS

As you are aware, resolving any question regarding ballot question campaign finance and local unions quickly is very important to our effort to save prevailing wage.

While the meeting Friday was a good beginning, we have discovered that our mailing list was less than complete. I would like you to set up a second "campaign finance" meeting as soon as is practical. The Mass. Building Trades will provide a complete mailing list for that meeting.

If you need any assistance with the meeting, please let me know. Both Bob and myself will be out of state from February 14 -25, but the meeting should not be put off because of our absence.

Thanks.

In solidarity,

Arthur R. Osborn

opeiu-6  
afl/cio

Marty recommends the B.T.'s  
put it together with their lists, & locating  
etc.

MASSACHUSETTS / AFL-CIO

• BOSTON, MA 02108 • TELEPHONE 617/227-8260

8 BEACON STREET

He will be available  
I will talk to Joe & Steve



## FUNCTION EVENT ORDER

BOSTON PARK PLAZA HOTEL &amp; TOWERS

NUMBER: 28554

DAY:	DATE:	TIME:	ROOM:												
THURSDAY	MARCH 10, 1988	10:00AM-Meeting 12:00PM-Recep 12:30PM-Luncheon	Stanbro Room												
NAME OF FUNCTION:	Massachusetts AFL-CIO	PERSON IN CHARGE:	Mr. Robert J. Haynes												
TYPE OF FUNCTION:	Coffee/Luncheon/Meeting	Phone:	227-8260												
POSTING:	As Above														
ESTIMATE:	40 35	UNIT PRICE:	TAX: 5% RENT:												
GUARANTEE:			OTHER: AS PER BANQUET CONTRACT. 18% DEPOSIT:												
SET:		\$15.00													
SET UP:	<p>U-Shape between pillars.          Banquet rounds off to one side.          (for luncheon)          Portable bar.          Portable coatrack.</p>														
LINENS:	White tablecloth/white napkin														
ENGINEERING:															
CHECK ROOM:															
<p>Audio Visuals &amp; Special Equipment:</p> <table> <tr><td>SCREENS</td><td><input type="checkbox"/></td></tr> <tr><td>PROJECTOR</td><td><input type="checkbox"/></td></tr> <tr><td>MICROPHONES</td><td><input type="checkbox"/></td></tr> <tr><td>PIANO</td><td><input type="checkbox"/></td></tr> <tr><td>PODIUM</td><td><input type="checkbox"/></td></tr> <tr><td>OTHER:</td><td><input type="checkbox"/></td></tr> </table>				SCREENS	<input type="checkbox"/>	PROJECTOR	<input type="checkbox"/>	MICROPHONES	<input type="checkbox"/>	PIANO	<input type="checkbox"/>	PODIUM	<input type="checkbox"/>	OTHER:	<input type="checkbox"/>
SCREENS	<input type="checkbox"/>														
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PIANO	<input type="checkbox"/>														
PODIUM	<input type="checkbox"/>														
OTHER:	<input type="checkbox"/>														
BILLING ADDRESS:	<p>Massachusetts AFL-CIO          Mr. Robert J. Haynes          8 Beacon Street          Boston, MA. 02108</p>														
SOLD BY:	DATE:														
<p>Kathleen Sheehan 2-5-88</p>															

MENU:  
 PARK PLAZA SALAD, CREAMY ITALIAN DRESSING

\*\*\*

CORNED BEEF BRISKET  
 BOILED NEW POTATOES  
 FRESH CARROTS  
 BEETS  
 CABBAGE

\*\*\*

CREME DE MENTHE PARFAIT

\*\*\*

IRISH SODA BREAD BUTTER  
 COFFEE TEA MILK

## COFFEE BREAKS:

9:45 A.M.: COFFEE, TEA, COFFEE DECAF.,  
 ASSORTED DANISH PASTRIES AT  
 \$2.50 per.  
 3 - PEPSI at \$1.25 per.

BAR SERVICE: OPEN  C.O.D. 

TIME: 12:00-12:30 ROOM: Stanbro Room

1 Bartender at no charge.  
 Call Brands.  
 Charge by consumption.





*The Boston Park Plaza Hotel & Towers*  
Overlooking the Public Garden and Boston Common

Sales/Catering

February 5, 1988

Ms. Phyllis Gifford  
MASS AFL-CIO  
8 Beacon Street  
Boston, MA 02108

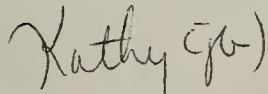
Dear Phyllis:

Enclosed please find the function event order outlining arrangements for the MASS AFL-CIO Luncheon/Meeting, taking place, March 10, 1988.

After carefully reviewing this, please sign the designated copy and return it to my office within ten days. This will serve as your definite acceptance.

Looking forward to serving you.

Sincerely,



Kathleen E. Sheehan  
Assistant Director  
of Catering

KES/jb

Enc.

50 Park Plaza at Arlington Street  
Boston, Massachusetts 02117 • (617) 426-2000 • Telex 940107

A Saunders Family Hotel



Policy for  
former officers  
2 ~~or~~ nights + Con  
" " " Confer  
+ Banquet tickets  
Check Emeritus Status  
\$50/day



SAM GOMPERS  
STAMP CLUB -

200TH ANNIVERSARY

OF STATE ~~House~~<sup>Hood</sup>

For MASS. A

LABOR HISTORY

Sheet is Enclosed.



IMPORTANT !!!

HEALTH CARE UPDATE

IMPORTANT !!!

The House Ways and Means Committee version of the universal health care bill has some significant changes. Among them are:

- \* State costs are picked up within the current tax structure, no new revenues can be collected because of the cap. The estimated costs range from \$75 million to \$150 million.
- \* The exemption for small businesses kicked in when you employed 6 or fewer people, this version raises that number to 9.
- \* The number of hours an employee must work to be included in the definition of "part time" has been raised to 30 hours.

